

| FIELD GRADE OFFICER PERFORMANCE FEEDBACK WORKSHEET (MAJ thru COL)  |  |  |
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| I. PERSONAL INFORMATION  |  |  |
| NAME   | RANK   | UNIT   |
| II. TYPES OF FEEDBACK: <input type="checkbox"/> INITIAL <input type="checkbox"/> MID-TERM <input type="checkbox"/> FOLLOW-UP                                 |  | <input type="checkbox"/> RATEE REQUESTED <input type="checkbox"/> RATER DIRECTED |
| III. PRIMARY DUTIES  |  | V. COMMENTS  |
| <div>1. Provide highly effective resource management.</div> <div>2. Effectively handle/mitigate personnel issues.</div> <div>3. Mentor CGOs and SNCOs.</div> |  |  |
| IV. PERFORMANCE FEEDBACK   |  |  |
|  | <div>needs significant improvement</div> <div>needs little or no improvement</div> |  |
| 1. JOB KNOWLEDGE   |  |  |
| Has knowledge required to perform duties effectively   | <div></div>  |  |
| Strives to improve knowledge   | <div></div>  |  |
| Applies knowledge to handle non-routine situations   | <div></div>  |  |
| 2. LEADERSHIP SKILLS   |  |  |
| Sets/Enforces standards  | <div></div>  |  |
| Works well with others   | <div></div>  |  |
| Fosters Teamwork   | <div></div>  |  |
| Displays Initiative  | <div></div>  |  |
| Self-confident   | <div></div>  |  |
| Motivates subordinates   | <div></div>  |  |
| Has respect and confidence of subordinates   | <div></div>  |  |
| Fair and consistent in evaluation of subordinates  | <div></div>  |  |
| 3. PROFESSIONAL QUALITIES  |  |  |
| Exhibits loyalty, discipline, integrity, dedication, honesty, and officership  | <div></div>  |  |
| Accepts personal responsibility  | <div></div>  |  |
| Is fair and objective  | <div></div>  |  |
| 4. ORGANIZATIONAL SKILLS   |  |  |
| Plans, coordinates, schedules effectively  | <div></div>  |  |
| Schedules work for self/others equitably/effectively   | <div></div>  |  |
| Anticipates/solves problems  | <div></div>  |  |
| Meets suspenses  | <div></div>  |  |
| 5. JUDGEMENT AND DECISIONS   |  |  |
| Makes timely/accurate decisions  | <div></div>  |  |
| Emphasizes logic in decision making  | <div></div>  |  |
| Retains composure in stressful situations  | <div></div>  |  |
| 6. COMMUNICATION SKILLS  |  |  |
| Listening  | <div></div>  |  |
| Speaking   | <div></div>  |  |
| Writing  | <div></div>  |  |
| 7. ADDITIONAL FACTORS TO CONSIDER (i.e. Safety, Activities, etc.)  |  |  |
| Safety Management On/Off Duty  | <div></div>  |  |
| Able to Recite Cadet Oath  | <div></div>  |  |
| Attendance at Meetings   | <div></div>  |  |
| Activity Participation   | <div></div>  |  |
|  | <div></div>  |  |
|  | <div></div>  |  |

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| <b>VI. PROFESSIONAL DEVELOPMENT</b>  |                 |                  |
| STRENGTHS:   |                 |                  |
| SUGGESTED GOALS:   |                 |                  |
| ACADEMIC/PROFESSIONAL EDUCATION:   |                 |                  |
| PROFESSIONAL MILITARY EDUCATION:   |                 |                  |
| NEXT/FUTURE ASSIGNMENTS (CADET STAFF, SQUADRON STAFF, WING, SPECIAL ACTIVITY): |                 |                  |
| ADDITIONAL COMMENTS:   |                 |                  |
| RATEE SIGNATURE  | RATER SIGNATURE | DATE (dd-mmm-yy) |